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AUTHOR Howe, Richard D.
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ABSTRACT

This report is part of an annual national survey that examines salaries of full-time teaching faculty in 54 selected disciplines. Data for the study as a whole were collected from 305 public and 403 private institutions for the baseline year of 1997-1998 and the trend year of 1999-2000. This portion of the study covers salary data for faculty in Counselor Education/Student Counseling and Guidance Services at 106 public and 36 private institutions for 2000-2001, with comparable numbers for 1997-1998. Data are presented for average salaries by faculty rank, "faculty mix percent" (percentage of faculty at each rank), and "salary factors" (ratio of the average salary in the discipline to the total institution average). Salary trend information is compared for public and private institutions for each of the two study periods with trend information for all fields and with the Consumer Price Index. The study found that for the 2000-2001 period the average salary of \$53,410 for 714 faculty in public institutions was approximately 6.2% lower than the average salary for all faculty in all major fields. The average salary increase was 0.7% per year for public institutions above the cost of living and 1.3% per year for private institutions below the cost of living as measured by the Consumer Price Index. Appendixes contain a list of the selected academic disciplines and lists of public and private institutions participating in both studies. (SLD)

SALARY-TREND STUDY OF FACULTY IN COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES FOR THE YEARS 1997-98 AND 2000-01

Foreword

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by

Richard D. Howe
Appalachian State University
Boone, NC 28608

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Since 1982-83 the College and University Professional Association for Human Resources (CUPA-HR) in Washington, D.C., in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 2000-01. Two separate surveys are conducted each year, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1997-98 and 2000-01 surveys were collected and tabulated for full-time teaching faculty in 54 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs, 1990.

Each of the 54 academic disciplines/major fields presents a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1997-98 to, and including, the "trend year" of 2000-01 for both public and private participating institutions. Of the 371 public institutions which participated in CUPA-HR's public survey of 1997-98, 305 also participated in the 2000-01 survey. Data from those same 305 institutions were used in both the baseline year and the trend year studies. Of the 543 institutions which participated in CUPA-HR's private survey of 1997-98, 403 also participated in the 2000-01 survey. Data from those same 403 institutions were used in both the baseline year and the trend year studies.

In addition to listing the average salaries in **Counselor Education/Student Counseling and Guidance Services** for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made between the two public surveys and the two private surveys for each of the two study years (1997-98 and 2000-01) and with the CPI (Consumer Price Index) of changes in the cost-of-living.

The list of all 54 selected academic disciplines/major fields surveyed, including **Counselor Education/Student Counseling and Guidance Services**, is found in Appendix A, and the list of all participating senior colleges and universities are found in Appendix B (public) and C (private) of this article.

SALARY-TREND STUDY OF FACULTY IN
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
FOR THE YEARS
1997-98 AND 2000-01

by
Richard D. Howe

Since 1982-83 the College and University Professional Association for Human Resources (CUPA-HR) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 2000-01: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 54 selected academic disciplines/major fields chosen from among those defined by A Classification of Instructional Programs *(CIP), 1990, including Counselor Education/Student Counseling and Guidance Services. The CIP defines the discipline/major field of Counselor Education/Student Counseling and Guidance Services as,

A group of instructional programs that prepares individuals to apply the theory and principles of guidance and counseling to the provision of support for the personal, social, educational, and vocational development of students, and the organizing of guidance services within elementary, middle, and secondary educational institutions. Includes instruction in legal and professional requirements, therapeutic counselor intervention, vocational counseling, and related sociological and psychological foundations.*

[*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. P. 79--13.1101).]

This article summarizes the overall average salary increases in the discipline/major field of Counselor Education/Student Counseling and Guidance Services for both public and private institutions from the "baseline year" of 1997-98 to and including the "trend year" of 2000-01. Of the 371 institutions which participated in CUPA-HR's PUBLIC study of 1997-98, 305 also participated in

2000-01. Data from those same 305 institutions were used in both the baseline year and the trend year. Of the 543 institutions which participated in CUPA-HR's PRIVATE study of 1997-98, 403 also participated in 2000-01. Data from those same 403 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of Counselor Education/Student Counseling and Guidance Services for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years.

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.8 for associate professors of Counselor Education/Student Counseling and Guidance Services in the 1997-98 public study means that 31.8 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1997-98, PUBLIC 2000-01, PRIVATE 1997-98 and PRIVATE 2000-01. For example, a SALARY FACTOR of 0.95 for associate professors in the discipline/major field of Counselor Education/Student Counseling and Guidance Services in the 1996-97 public study means that their average salary is five percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1997-98 or 2000-01). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 54 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of Counselor Education/Student Counseling and Guidance Services with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1997-98 and the "trend year" of 2000-01 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION																		
MAJOR FIELD: Counselor Education/Student Counseling and Guidance Services																		
PUBLIC, 1997-98:																		
AVERAGE																		
SALARY:	60682	206	79	48110	205	77	38975	214	83	37662	37	29	31298	19	11	48600	644	96
FAC MIX																		
PCT:	32.0%			31.8%			33.2%			5.7%			3.0%			100.0%		
SALARY																		
FACTOR:	0.93			0.95			0.94			0.95			1.00			0.94		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	65235	33588	305	50601	28739	305	41389	26557	305	39457	4477	292	31233	6033	273	51971	94917	305
FAC MIX																		
PCT:	35.4%			30.3%			28.0%			4.7%			6.4%			100.0%		
DISCIPLINE: EDUCATION																		
MAJOR FIELD: Counselor Education/Student Counseling and Guidance Services																		
PUBLIC, 2000-01:																		
AVERAGE																		
SALARY:	67893	223	80	52554	203	85	43533	265	87	40740	56	31	34331	23	15	53410	714	106
FAC MIX																		
PCT:	31.2%			28.4%			37.1%			7.8%			3.2%			100.0%		
SALARY																		
FACTOR:	0.94			0.94			0.95			0.92			0.99			0.94		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	72044	29214	305	55877	25102	305	45702	25251	305	44131	4595	286	34612	6740	260	56712	86307	305
FAC MIX																		
PCT:	33.8%			29.1%			29.3%			5.3%			7.8%			100.0%		

DISCIPLINE: EDUCATION																		
MAJOR FIELD: Counselor Education/Student Counseling and Guidance Services																		
PRIVATE, 1997-98:																		
AVERAGE																		
SALARY:	68690	58	18	48984	66	26	40925	55	27	39814	8	7	39419	4	2	52598	183	40
FAC MIX																		
PCT:	31.7%			36.1%			30.1%			4.4%			2.2%			100.0%		
SALARY																		
FACTOR:	1.08			1.01			1.02			1.02			1.21			1.05		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	63549	14126	400	48638	14031	401	40160	13418	401	38908	2246	351	32640	2168	320	50060	43743	403
FAC MIX																		
PCT:	32.3%			32.1%			30.7%			5.1%			5.0%			100.0%		
DISCIPLINE: EDUCATION																		
MAJOR FIELD: Counselor Education/Student Counseling and Guidance Services																		
PRIVATE, 2000-01:																		
AVERAGE																		
SALARY:	68927	50	18	51298	57	23	45692	60	26	43151	8	6				54562	167	36
FAC MIX																		
PCT:	29.9%			34.1%			35.9%			4.8%						100.0%		
SALARY																		
FACTOR:	0.95			0.95			1.01			1.00						0.97		
ALL MAJOR FIELDS																		
AVERAGE																		
SALARY:	72649	13778	399	54109	13492	400	45141	13367	400	43076	2348	355	36483	2130	313	56401	42767	403
FAC MIX																		
PCT:	32.2%			31.5%			31.3%			5.5%			5.0%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1997-98 AND 2000-01

In the PUBLIC 1997-98 study in the above table, the discipline/major field of Counselor Education/Student Counseling and Guidance Services was reported in 96 of the 305 public institutions. The average salary of the 644 faculty was \$48,600. This average salary was approximately 6.9 percent lower than the average salary of \$51,971 for all 94,917 faculty in ALL MAJOR FIELDS in the same 1997-98 public study.

For the PUBLIC 2000-01 salary study in the above table, Counselor Education/Student Counseling and Guidance Services was reported in 106 of the same 305 public institutions. The average salary of the 714 faculty was \$53,410. This average salary was approximately 6.2 percent lower than the average salary of \$56,712 for all 86,307 faculty in ALL MAJOR FIELDS in the 2000-01 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of Counselor Education/Student Counseling and Guidance Services in the public institutions studied was 9.9 percent (\$53,410 minus \$48,600 equals \$4,810). The CPI of increase cost-of-living between October 1997 and October 2000 was 7.7 percent. In comparison, with the CPI, there was a relative increase in Counselor Education/Student Counseling and Guidance Services average faculty salaries over the three-year period by 2.2 percent or an average of .7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 12.7 percent (\$56,401 minus \$50,060 equals \$6,341). In comparison to the discipline/major field of Counselor Education/Student Counseling and Guidance Services (9.9%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of

2.8 percent more than the faculty in the discipline/major field of Counselor Education/Student Counseling and Guidance Services.

In the 1997-98 study the faculty mix percentage in Counselor Education/Student Counseling and Guidance Services is higher at the professor rank than at the assistant professor rank: 32.0 percent vs. 33.2 percent; and lower in the 2000-01 study 31.2 percent vs. 37.1 percent. The differences in faculty mix percentage at the ranks of professor and assistant professors in ALL MAJOR FIELDS for both public studies are 35.4 percent vs. 28.0 percent (1997-98) and 33.8 percent vs. 29.3 percent (2000-01).

Finally, the hiring rate of new assistant professors in Counselor Education/Student Counseling and Guidance Services in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1997-98, 5.7 percent (37/644) vs 4.7 percent (4,477/94,917) and higher in 2000-01, 7.8 percent (56/714) vs. 5.3 percent (4,595/86,307).

RESULTS OF THE TWO PRIVATE STUDIES: 1997-98 AND 2000-01

The PRIVATE 1997-98 salary study in the above table indicates that the discipline/major field of Counselor Education/Student Counseling and Guidance Services was reported in 40 of the 403 private institutions. The average salary of the 183 faculty was \$52,598, an average salary 5.1 percent higher than the average salary of \$50,060 for all 43,743 faculty in ALL MAJOR FIELDS in the 1997-98 private study.

In the PRIVATE 2000-01 salary study in the above table, 36 of the same 403 private institutions reported Counselor Education/Student Counseling and Guidance Services. The average salary of the 167 faculty was \$54,562, an average salary 3.4 percent lower than the average salary

of \$56,401 for all 42,767 faculty in ALL MAJOR FIELDS in the 2000-01 private study.

The three-year increase in average salaries for all faculty in Counselor Education/Student Counseling and Guidance Services in the private institutions studied was 3.7 percent (\$54,562 minus \$52,598 equals \$1,964). The CPI increased cost-of-living between October 1997 and October 2000 was 7.7 percent. A more realistic increase, therefore, in the average faculty salaries of Counselor Education/Student Counseling and Guidance Services over the three-year time period, is 4.0 percent or 1.3 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 12.7 percent (\$56,401 minus \$50,060 equals \$6,341). In comparison to Counselor Education/Student Counseling and Guidance Services (3.7%), the faculty in ALL MAJOR FIELDS increased their salaries 9.0 percent more than faculty in Counselor Education/Student Counseling and Guidance Services.

For the 1997-98 private study in the discipline/major field of Counselor Education/Student Counseling and Guidance Services, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 31.7 percent vs. 30.1 percent; and for the 2000-01 study it is lower: 29.9 percent vs 35.9 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32.3 percent vs. 30.7 percent (1997-98) and 32.2 percent vs. 31.3 percent (2000-01).

Finally, the hiring rate for new assistant professors in Counselor Education/Student Counseling and Guidance Services was lower than the hiring rate in ALL MAJOR FIELDS in the 1997-98 private study: 4.4 percent (8/180) vs. 5.1 percent (2,246/43,743) and lower in the 2000-01 private study: 4.8 percent (8/167) vs. 5.5 percent (2,348/42,767).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of Counselor Education/Student Counseling and Guidance Services and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1997-98 through the "trend year" of 2000-01. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,708 (.6%) faculty in the discipline/major field of Counselor Education/Student Counseling and Guidance Services participated and were included in the 54 disciplines/major fields in each of the four studies and in the overall total of 267,734 participating faculty. The same 305 public institutions and the same 403 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, the average faculty salary factors in the discipline/major field of Counselor Education/Student Counseling and Guidance Services for the 1997-98 public study was 6.9 percent below that of all ranks in ALL MAJOR FIELDS (1.00); and for the 1997-98 private study it was 5.1 percent above than the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00). In both the public and private studies the average faculty salary factors for all ranks in Counselor Education/Student Counseling and Guidance Services in 2000-01 were 6.2 percent lower and 3.4 percent lower than the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 2000 CPI reflects an 7.7 percent increase over the October 1997 CPI and indicates that the faculty in Counselor Education/Student Counseling and Guidance Services in

the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.3 percent below the cost-of-living.

Third, in the 1997-98 private study in Counselor Education/Student Counseling and Guidance Services, the professor rank FAC MIX PCTs was higher than those for the assistant professor rank. However, in the 2000-01 private and 1997-98 and 2000-01 public studies the FAC MIX PCTS were lower at the professor rank than at the assistant professor rank.

Finally, the hiring rate of new assistant professors in Counselor Education/Student Counseling and Guidance Services in the 1997-98 and 2000-01 public studies were higher than for ALL MAJOR FIELDS; and, in the 1997-98 and 2000-01 private studies were lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of Counselor Education/Student Counseling and Guidance Services has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA-HR faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

- A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
- B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
- C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING	GEOLOGICAL AND RELATED SCIENCES
ADMINISTRATIVE ASSISTANT AND SECRETARIAL SERVICES	HISTORY
AGRICULTURE BUSINESS AND PRODUCTION	HOME ECONOMICS, GENERAL
ANTHROPOLOGY	LIBRARY SCIENCE
ARCHITECTURE AND RELATED PROGRAMS	MARKETING MANAGEMENT AND RESEARCH
AREA, ETHNIC, AND CULTURAL STUDIES	MATHEMATICS
BIOLOGY, GENERAL	MULTI/INTERDISCIPLINARY STUDIES
BUSINESS ADMINISTRATION AND MANAGEMENT	MUSIC
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES	NURSING (R. N. TRAINING)
BUSINESS/MANAGERIAL ECONOMICS	OCCUPATIONAL THERAPY
CHEMISTRY	PARKS, RECREATION AND LEISURE STUDIES
COMMUNICATIONS	PHILOSOPHY AND RELIGION
COMMUNICATIONS TECHNOLOGIES	PHYSICAL SCIENCES, GENERAL
COMPUTER AND INFORMATION SCIENCES	PHYSICAL THERAPY
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES	PHYSICS
CRIMINAL JUSTICE AND CORRECTIONS	POLITICAL SCIENCE AND GOVERNMENT
CURRICULUM AND INSTRUCTION	PSYCHOLOGY, GENERAL
DRAMA/THEATER ARTS AND STAGECRAFT	PUBLIC HEALTH
ECONOMICS	READING TEACHER EDUCATION
EDUCATION	SOCIAL SCIENCES, GENERAL
EDUCATION ADMINISTRATION AND SUPERVISION	SOCIAL WORK
ENGINEERING, GENERAL	SOCIOLOGY
ENGINEERING-RELATED TECHNOLOGIES	SPECIAL EDUCATION
ENGLISH LANGUAGE AND LITERATURE, GENERAL	SPEECH PATHOLOGY AND AUDIOLOGY
ENTERPRISE MANAGEMENT AND OPERATION	VISUAL AND PERFORMING ARTS
FINE ARTS AND ART STUDIES	TOTAL 54
FOREIGN LANGUAGES AND LITERATURES	
GENERAL TEACHER EDUCATION	
GEOGRAPHY	

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1997-98 and 2000-01

Institutions Participating in Both Studies:

Albany State University (GA)	Concord College (WV)
Angelo State University (TX)	Coppin State College (MD)
Appalachian State University (NC)	Dakota State University (SD)
Arizona State University West (AZ)	Delta State University (MS)
Arkansas State University (AR)	Dickinson State University (ND)
Arkansas Tech University (AR)	East Carolina University (NC)
Armstrong Atlantic State University (GA)	East Central University (OK)
Auburn University at Montgomery (AL)	East Stroudsburg University of Pennsylvania (PA)
Augusta State University (GA)	East Tennessee State University (TN)
Austin Peay State University (TN)	Eastern Connecticut State University (CT)
Ball State University (IN)	Eastern Illinois University (IL)
Bemidji State University (MN)	Eastern Kentucky University (KY)
Black Hills State University (SD)	Eastern Michigan University (MI)
Bloomsburg University of Pennsylvania (PA)	Eastern New Mexico University Main Campus (NM)
Bluefield State College (WV)	Eastern Washington University (WA)
Boise State University (ID)	Edinboro University of Pennsylvania (PA)
Bowie State University (MD)	Elizabeth City State University (NC)
Bowling Green State University (OH)	Emporia State University (KS)
Bridgewater State College (MA)	Ferris State University (MI)
California Maritime Academy (CA)	Fitchburg State College (MA)
California Polytechnic State University-San Luis Obispo (CA)	Florida Atlantic University (FL)
California State University-Bakersfield (CA)	Fort Hays State University (KS)
California State University-Fresno (CA)	Francis Marion University (SC)
California State University-Fullerton (CA)	Frostburg State University (MD)
Central Michigan University (MI)	George Mason University (VA)
Central Missouri State University (MO)	Georgia College & State University (GA)
Central Washington University (WA)	Georgia Institute of Technology (GA)
Chadron State College (NE)	Georgia Southern University (GA)
Christopher Newport University (VA)	Georgia Southwestern State University (GA)
Citadel, the Military College of South Carolina, The (SC)	Georgia State University (GA)
City University of New York Bernard M. Baruch College (NY)	Glenville State College (WV)
City University of New York Hunter College (NY)	Grambling State University (LA)
Clarion University of Pennsylvania (PA)	Grand Valley State University (MI)
Clayton College & State University (GA)	Henderson State University (AR)
Clemson University (SC)	Idaho State University (ID)
Cleveland State University (OH)	Illinois State University (IL)
Coastal Carolina University (SC)	Indiana State University (IN)
College of Charleston (SC)	Indiana University-Purdue University Fort Wayne (IN)
College of New Jersey, The (NJ)	Indiana University of Pennsylvania (PA)
College of William and Mary (VA)	Jackson State University (MS)
Colorado School of Mines (CO)	Jacksonville State University (AL)
Columbus State University (GA)	James Madison University (VA)
	Kean University (NJ)
	Keene State College (NH)
	Kennesaw State University (GA)

Kent State University Main Campus (OH)
 Kentucky State University (KY)
 Kutztown University of Pennsylvania (PA)
 Lake Superior State University (MI)
 Lander University (SC)
 Lewis-Clark State College (ID)
 Longwood College (VA)
 Louisiana State University and Agricultural and
 Mechanical College (LA)
 Louisiana State University in Shreveport (LA)
 Louisiana Tech University (LA)
 Maine Maritime Academy (ME)
 Marshall University (WV)
 Massachusetts College of Liberal Arts (MA)
 Mayville State University (ND)
 McNeese State University (LA)
 Mesa State College (CO)
 Metropolitan State College of Denver (CO)
 Metropolitan State University (MN)
 Miami University (OH)
 Michigan Technological University (MI)
 Middle Tennessee State University (TN)
 Midwestern State University (TX)
 Millersville University of Pennsylvania (PA)
 Minnesota State University, Mankato (MN)
 Minnesota State University, Moorehead (MN)
 Minot State University (ND)
 Mississippi State University (MS)
 Mississippi University for Women (MS)
 Missouri Southern State College (MO)
 Missouri Western State College (MO)
 Montana State University-Billings (MT)
 Montana State University-Bozeman (MT)
 Montana Tech of The University of Montana (MT)
 Montclair State University (NJ)
 Morgan State University (MD)
 Murray State University (KY)
 New Jersey City University (NJ)
 New Jersey Institute of Technology (NJ)
 New Mexico State University Main Campus (NM)
 Nicholls State University (LA)
 North Carolina Central University (NC)
 North Carolina State University (NC)
 North Dakota State University Main Campus (ND)
 Northeastern Illinois University (IL)
 Northeastern State University (OK)
 Northern Arizona University (AZ)
 Northern Kentucky University (KY)
 Northern Michigan University (MI)
 Northern State University (SD)
 Northwest Missouri State University (MO)
 Northwestern State University (LA)
 Oakland University (MI)
 Ohio University Main Campus (OH)
 Old Dominion University (VA)
 Oregon Institute of Technology (OR)
 Peru State College (NE)
 Pittsburg State University (KS)
 Plymouth State College (NH)
 Portland State University (OR)
 Prairie View A & M University (TX)
 Purdue University Calumet (IN)
 Purdue University North Central Campus (IN)
 Radford University (VA)
 Ramapo College of New Jersey (NJ)
 Rhode Island College (RI)
 Richard Stockton College of New Jersey, The (NJ)
 Rowan University (NJ)
 Rutgers, The State University of New Jersey New
 Brunswick Campus (NJ)
 Saginaw Valley State University (MI)
 Salisbury State University (MD)
 Sam Houston State University (TX)
 San Francisco State University (CA)
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 South Carolina State University (SC)
 South Dakota School of Mines and Technology (SD)
 South Dakota State University (SD)
 Southeast Missouri State University (MO)
 Southeastern Louisiana University (LA)
 Southeastern Oklahoma State University (OK)
 Southern Arkansas University (AR)
 Southern Illinois University at Carbondale (IL)
 Southern Illinois University at Edwardsville (IL)
 Southern Oregon University (OR)
 Southern Polytechnic State University (GA)
 Southern University and Agricultural and Mechanical
 College at Baton Rouge (LA)
 Southern Utah University (UT)
 Southwest Missouri State University (MO)
 Southwest State University (MN)
 Southwest Texas State University (TX)
 Southwestern Oklahoma State University (OK)
 St. Mary's College of Maryland (MD)
 State University of New York at Albany (NY)
 State University of New York at Binghamton (NY)
 State University of New York at New Paltz (NY)
 State University of New York at Stony Brook (NY)
 State University of New York College at Brockport (NY)
 State University of New York College at Cortland (NY)
 State University of New York College at Geneseo (NY)

State University of New York College at Oneonta (NY)
 State University of New York College at Oswego (NY)
 State University of New York College at Plattsburgh (NY)
 State University of New York Institute of Technology at
 Utica-Rome (NY)
 State University of West Georgia (GA)
 Tarleton State University (TX)
 Temple University (PA)
 Tennessee Technological University (TN)
 Texas A & M International University (TX)
 Texas A & M University-Commerce (TX)
 Texas A & M University-Corpus Christi (TX)
 Texas Tech University (TX)
 Towson University (MD)
 Troy State University (AL)
 Troy State University Montgomery (AL)
 United States Air Force Academy (CO)
 University of Akron, Main Campus, The (OH)
 University of Alabama in Huntsville (AL)
 University of Alaska Anchorage (AK)
 University of Alaska Southeast (AK)
 University of Baltimore (MD)
 University of Central Arkansas (AR)
 University of Central Florida (FL)
 University of Central Oklahoma (OK)
 University of Colorado at Colorado Springs (CO)
 University of Colorado at Denver (CO)
 University of Connecticut (CT)
 University of Delaware (DE)
 University of Georgia (GA)
 University of Houston-Clear Lake (TX)
 University of Houston-Downtown (TX)
 University of Houston-Victoria (TX)
 University of Houston (TX)
 University of Idaho (ID)
 University of Louisiana at Lafayette (LA)
 University of Maine (ME)
 University of Maine at Farmington (ME)
 University of Maine at Presque Isle (ME)
 University of Maryland Baltimore County (MD)
 University of Massachusetts Amherst (MA)
 University of Massachusetts Boston (MA)
 University of Massachusetts Dartmouth (MA)
 University of Memphis, The (TN)
 University of Michigan-Dearborn (MI)
 University of Minnesota-Duluth (MN)
 University of Minnesota-Morris (MN)
 University of Missouri-Saint Louis (MO)
 University of Montevallo (AL)
 University of Nebraska at Kearney (NE)
 University of Nebraska at Omaha (NE)
 University of Nevada, Reno (NV)
 University of New Hampshire (NH)
 University of New Orleans (LA)
 University of North Alabama (AL)
 University of North Carolina at Asheville (NC)
 University of North Carolina at Charlotte (NC)
 University of North Carolina at Greensboro (NC)
 University of North Carolina at Pembroke (NC)
 University of North Carolina at Wilmington (NC)
 University of North Florida (FL)
 University of North Texas (TX)
 University of Northern Colorado (CO)
 University of Northern Iowa (IA)
 University of Science and Arts of Oklahoma (OK)
 University of South Alabama (AL)
 University of South Carolina-Aiken (SC)
 University of South Carolina Spartanburg (SC)
 University of South Dakota (SD)
 University of South Florida (FL)
 University of Southern Colorado (CO)
 University of Southern Indiana (IN)
 University of Southern Mississippi (MS)
 University of Tennessee Health Science Center
 (was University of Tennessee) (TN)
 University of Tennessee at Chattanooga (TN)
 University of Tennessee at Martin (TN)
 University of Tennessee at Memphis (TN)
 University of Texas-Pan American (TX)
 University of Texas at Arlington (TX)
 University of Texas at Dallas (TX)
 University of Texas at El Paso (TX)
 University of Texas at San Antonio (TX)
 University of Virginia's College at Wise, The (VA)
 University of West Alabama, The (AL)
 University of West Florida (FL)
 University of Wisconsin-Eau Claire (WI)
 University of Wisconsin-Green Bay (WI)
 University of Wisconsin-La Crosse (WI)
 University of Wisconsin-Oshkosh (WI)
 University of Wisconsin-Parkside (WI)
 University of Wisconsin-Stevens Point (WI)
 University of Wisconsin-Stout (WI)
 University of Wisconsin-Superior (WI)
 University of Wisconsin-Whitewater (WI)
 Valdosta State University (GA)
 Valley City State University (ND)
 Virginia State University (VA)
 Washburn University of Topeka (KS)
 Washington State University (WA)
 Wayne State College (NE)
 Wayne State University (MI)

Weber State University (UT)
West Liberty State College (WV)
West Texas A & M University (TX)
West Virginia University Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Montana College (MT)
Western New Mexico University (MN)
Western Oregon University (OR)
Western State College (CO)
Western Washington University (WA)
Wichita State University (KS)
William Paterson University of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Worcester State College (MA)
Wright State University Main Campus (OH)
Youngstown State University (OH)

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1997-98 and 2000-01

Institutions Participating in Both Studies:

Abilene Christian University (TX)	Briar Cliff College (IA)
Adrian College (MI)	Brown University (RI)
Albertson College (ID)	Bryan College (TN)
Albertus Magnus College (CT)	Bryant College (RI)
Albright College (PA)	Bryn Mawr College (PA)
Alfred University (NY)	Buena Vista University (IA)
Allegheny College (PA)	Butler University (IN)
Alvernia College (PA)	Cabrini College (PA)
Alverno College (WI)	Caldwell College (NJ)
American University, The (DC)	Calumet College of Saint Joseph (IN)
Amherst College (MA)	Calvin College (MI)
Anderson University (IN)	Campbellsville University (KY)
Andrews University (MI)	Canisius College (NY)
Antioch University (OH)	Capitol College (MD)
Asbury College (KY)	Cardinal Stritch University (WI)
Ashland University (OH)	Carlow College (PA)
Assumption College (MA)	Carroll College (WI)
Aurora University (IL)	Case Western Reserve University (OH)
Avila College (MO)	Catawba College (NC)
Babson College (MA)	Catholic University of America, The (DC)
Baker College of Flint (MI)	Cazenovia College (NY)
Baker College of Muskegon (MI)	Central Methodist College (MO)
Baker College of Owosso (MI)	Chapman University (CA)
Baker University (KS)	Charleston Southern University (SC)
Baldwin-Wallace College (OH)	Christian Brothers University (TN)
Barnard College (NY)	City University (WA)
Barry University (FL)	Clarkson College (NE)
Baylor University (TX)	Clarkson University (NY)
Beaver College (PA)	College of New Rochelle, The (NY)
Bellarmino College (KY)	College of Notre Dame (CA)
Belmont Abbey College (NC)	College of Notre Dame of Maryland (MD)
Belmont University (TN)	College of Our Lady of the Elms (MA)
Benedict College (SC)	College of Saint Benedict (MN)
Bennett College (NC)	College of Saint Catherine (MN)
Bentley College (MA)	College of Saint Elizabeth (NJ)
Berea College (KY)	College of Saint Mary (NE)
Bethany College (KS)	College of Saint Rose (NY)
Bethel College (KS)	College of Saint Scholastica, The (MN)
Bethel College (MN)	Columbia College (MO)
Biola University (CA)	Columbia College (SC)
Birmingham-Southern College (AL)	Columbia International University (SC)
Bluffton College (OH)	Concordia College-Moorhead (MN)
Boston University (MA)	Concordia University (CA)
Bradley University (IL)	Concordia University (NE)
Brenau University (GA)	Converse College (SC)

Cooper Union (NY)
 Cornerstone University (MI)
 Covenant College (GA)
 Creighton University (NE)
 Culver-Stockton College (MO)
 D'Youville College (NY)
 Daemen College (NY)
 Davidson College (NC)
 Davis & Elkins College (WV)
 Defiance College, The (OH)
 Delaware Valley College (PA)
 DePaul University (IL)
 DeSales University (PA)
 Dickinson College (PA)
 Doane College (NE)
 Dominican College of Blauvelt (NY)
 Dominican University (IL)
 Dominican University of California (formerly
 Dominican College of San Rafael) (CA)
 Dordt College (IA)
 Drake University (IA)
 Drury University (MO)
 Duquesne University (PA)
 East Texas Baptist University (TX)
 Eastern Mennonite University (VA)
 Eckerd College (FL)
 Edgewood College (WI)
 Elizabethtown College (PA)
 Elmhurst College (IL)
 Elon College (NC)
 Embry-Riddle Aeronautical University (FL)
 Emerson College (MA)
 Emmanuel College (MA)
 Emory University (GA)
 Eureka College (IL)
 Fairfield University (CT)
 Felician College (NJ)
 Fisk University (TN)
 Florida Institute of Technology (FL)
 Florida Southern College (FL)
 Franciscan University of Steubenville (OH)
 Franklin & Marshall College (PA)
 Franklin College of Indiana (IN)
 Freed-Hardeman University (TN)
 Friends University (KS)
 Gallaudet University (DC)
 Gannon University (PA)
 Gardner-Webb University (NC)
 George Washington University (DC)
 Georgetown College (KY)
 Georgian Court College (NJ)

Gonzaga University (WA)
 Gordon College (MA)
 Goshen College (IN)
 Graceland University (formerly Graceland College) (IA)
 Grinnell College (IA)
 Guilford College (NC)
 Gustavus Adolphus College (MN)
 Hampden-Sydney College (VA)
 Hannibal-La Grange College (MO)
 Hartwick College (NY)
 Hastings College (NE)
 Hebrew Union College-Jewish Institute of Religion (OH)
 Hilbert College (NY)
 Hiram College (OH)
 Hofstra University (NY)
 Holy Family College (PA)
 Holy Names College (CA)
 Hope College (MI)
 Houston Baptist University (TX)
 Husson College (ME)
 Illinois Institute of Technology (IL)
 Illinois Wesleyan University (IL)
 Immaculata College (PA)
 Iona College (NY)
 Ithaca College (NY)
 Jacksonville University (FL)
 Jamestown College (ND)
 John Brown University (AR)
 John Carroll University (OH)
 Johns Hopkins University (MD)
 Judson College (AL)
 Kalamazoo College (MI)
 Kentucky Wesleyan College (KY)
 Kenyon College (OH)
 King's College (PA)
 La Roche College (PA)
 La Salle University (PA)
 La Sierra University (CA)
 LaGrange College (GA)
 Lane College (TN)
 Lebanon Valley College (PA)
 Lees-McRae College (NC)
 Lehigh University (PA)
 Lenoir-Rhyne College (NC)
 LeTourneau University (TX)
 Lincoln Memorial University (TN)
 Lindsey Wilson College (KY)
 Lipscomb University (TN)
 Long Island University (NY)
 Loras College (IA)
 Louisiana College (LA)

Loyola College in Maryland (MD)	Northwestern College (IA)
Loyola Marymount University (CA)	Northwestern College (MN)
Loyola University New Orleans (LA)	Norwich University (VT)
Luther College (IA)	Notre Dame College (NH)
Lycoming College (PA)	Nova Southeastern University (FL)
Lynchburg College (VA)	Oakwood College (AL)
Lyon College (AR)	Occidental College (CA)
Madonna University (MI)	Oglethorpe University (GA)
Malone College (OH)	Ohio Northern University (OH)
Manhattan Christian College (KS)	Oklahoma Baptist University (OK)
Marian College (IN)	Oklahoma City University (OK)
Marion College of Fond du Lac (WI)	Olivet Nazarene University (IL)
Marist College (NY)	Our Lady of the Lake University (TX)
Mars Hill College (NC)	Pace University -New York Campus (NY)
Mary Baldwin College (VA)	Pacific Lutheran University (WA)
Marymount College (NY)	Pacific University (OR)
Marymount University (VA)	Pepperdine University (CA)
Maryville University of Saint Louis (MO)	Pfeiffer University (NC)
Marywood University (PA)	Philadelphia University (PA)
Massachusetts Institute of Technology (MA)	Piedmont College (GA)
McKendree College (IL)	Pikeville College (KY)
McMurry University (TX)	Point Park College (PA)
McPherson College (KS)	Presbyterian College (SC)
Medaille College (NY)	Principia College (IL)
Mercer University (GA)	Providence College (RI)
Merrimack College (MA)	Quincy University (IL)
Messiah College (PA)	Randolph-Macon College (VA)
Midway College (KY)	Reed College (OR)
Milligan College (TN)	Regent University (VA)
Millikin University (IL)	Regis College (MA)
Molloy College (NY)	Rensselaer Polytechnic Institute (NY)
Monmouth University (NJ)	Rhodes College (TN)
Morehouse College (GA)	Rider University (NJ)
Morningside College (IA)	Ripon College (WI)
Mount Mary College (WI)	Rivier College (NH)
Mount Mercy College (IA)	Roanoke College (VA)
Mount Olive College (NC)	Robert Morris College (PA)
Mount Saint Clare College (IA)	Rockford College (IL)
Mount Saint Mary's College and Seminary (MD)	Rockhurst University (MO)
Mount Union College (OH)	Rocky Mountain College (MT)
Mulhenberg College (PA)	Rollins College (FL)
National University (CA)	Roosevelt University (IL)
Nebraska Wesleyan University (NE)	Rose-Hulman Institute of Technology (IN)
Neumann College (PA)	Russell Sage College (NY)
New England College (NH)	Sacred Heart Major Seminary/College and Theologate (MI)
Niagara University (NY)	Sacred Heart University (CT)
North Carolina Wesleyan College (NC)	Saint Andrews Presbyterian College (NC)
North Central College (IL)	Saint Bonaventure University (NY)
Northeastern University (MA)	Saint Edward's University (TX)
Northland College (WI)	Saint Francis College (PA)
Northwest Christian College (OR)	

Saint John's University (MN)	Union College (KY)
Saint John's University (NY)	Union College (NE)
Saint John Fisher College (NY)	Union Institute (OH)
Saint Joseph's University (PA)	University of Bridgeport (CT)
Saint Lawrence University (NY)	University of Charleston (WV)
Saint Martin's College (WA)	University of Detroit Mercy (MI)
Saint Mary's College (IN)	University of Evansville (IN)
Saint Mary's College of California (CA)	University of Hartford (CT)
Saint Mary's University (TX)	University of La Verne (CA)
Saint Mary's University of Minnesota (MN)	University of Miami (FL)
Saint Mary College (KS)	University of New England (ME)
Saint Olaf College (MN)	University of New Haven (CT)
Salem College (NC)	University of Portland (OR)
Salem International University (formerly Salem- Teikyo University) (WV)	University of Redlands (CA)
Salve Regina University (RI)	University of Richmond (VA)
Samford University (AL)	University of Rio Grande (OH)
Samuel Merritt College (CA)	University of Saint Francis (IN)
Santa Clara University (CA)	University of Saint Thomas (MN)
Schreiner College (TX)	University of San Diego (CA)
Scripps College (CA)	University of San Francisco (CA)
Seattle Pacific University (WA)	University of Sioux Falls (SD)
Seattle University (WA)	University of Tampa (FL)
Seton Hill College (PA)	University of the Ozarks (AR)
Shenandoah University (PA)	University of the Pacific (CA)
Shorter College (GA)	University of Tulsa (OK)
Siena College (NY)	Upper Iowa University (IA)
Sierra Nevada College (NV)	Ursuline College (OH)
Simpson College (CA)	Valparaiso University (IN)
Simpson College (IA)	Vanguard University of Southern California (CA)
Southeastern College of the Assemblies of God (FL)	Villanova University (PA)
Southern Adventist University (TN)	Viterbo College (WI)
Southern Methodist University (TX)	Walsh University (OH)
Southern Nazarene University (OK)	Warner Pacific College (OR)
Spring Arbor College (MI)	Warren Wilson College (NC)
Spring Hill College (AL)	Wartburg College (IA)
Springfield College (MA)	Washington and Jefferson College (PA)
Stanford University (CA)	Washington College (MD)
Stetson University (FL)	Webber College (FL)
Susquehanna University (PA)	Webster University (MO)
Sweet Briar College (VA)	Western Baptist College (OR)
Teikyo Post University (CT)	Western Maryland College (MD)
Texas Christian University (TX)	Western New England College (MA)
Texas Wesleyan University (TX)	Westminster College (PA)
Thomas More College (KY)	Wheaton College (MA)
Toccoa Falls College (GA)	Wheeling Jesuit University (WV)
Trinity Christian College (IL)	Wheelock College (MA)
Trinity College (DC)	Whittier College (CA)
Tulane University (LA)	Whitworth College (WA)
Tusculum College (TN)	Widener University (PA)
Tuskegee University (AL)	Wilkes University (PA)
	William Jewell College (MO)

William Penn College (IA)
Williams Baptist College (AR)
Wilmington College (OH)
Wingate University (NC)
Wisconsin Lutheran College (WI)
Wittenberg University (OH)
Woodbury University (CA)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

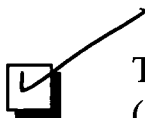


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